

GOVERNMENT OF TELANGANA
ABSTRACT

Labour, Employment, Training and Factories Department - The Minimum Wages Act, 1948 – Fixation of minimum rates of wages in the Employment in “SALES PROMOTION” in Part-I of the Schedule to the Minimum Wages Act, 1948 – Revised Preliminary Notification – Orders – Issued.

LABOUR, EMPLOYMENT, TRAINING & FACTORIES (LABOUR) DEPARTMENT

G.O.Rt.No.857

Dated: 11.11.2016.

Read the following:

1. G.O.Ms.No.28, L.E.T. & F. (Lab.II) Department, Dt.17.07.2013.
2. G.O.Rt.No.407, L.E.T. & F. (Labour) Department, Dt.27.08.2015.
3. From the Commissioner of Labour, Telangana, Hyderabad, Lr.No.H/9881/2011, Dt. 11.09.2015.

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ORDER:

The Commissioner, Printing, Stationery and Stores Purchase, Telangana, Hyderabad is requested to publish the appended Notification in the Extra-ordinary issue of the Telangana Gazette dated: 11.11.2016 in English, Telugu and Urdu languages.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANGANA)

DR. RAJAT KUMAR
PRINCIPAL SECRETARY TO GOVERNMENT

To

The Commissioner, Printing, Stationery and Stores Purchase, Telangana, Hyderabad for publication in the Extra-ordinary issue of Telangana Gazette and supply 20 copies to Government, 500 copies to the Commissioner of Labour, Telangana, Hyderabad.

The Commissioner of Labour, Telangana, Hyderabad.

All Collectors, through Commissioner of Labour, Telangana, Hyderabad.

The Secretary to Government of India, Ministry of Labour & Employment, Shramshakti Bhavan, New Delhi.

The Secretary to Government, Department of Labour & Employment, Government of Tamilnadu, Chennai.

Copy to:-

The PS to Minister (Home & Labour)

The Law (A) Department.

The P.S. to Principal Secretary, LET & F Department.

Sf/Sc.

// FORWARDED :: BY ORDER //

SECTION OFFICER

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PRELIMINARY NOTIFICATION

In partial modification of the earlier Preliminary Notification issue vide reference second read above, the following fixation of minimum rates of wages as specified in column (3) of the Schedule appended to this notification payable to the each category employees specified in the corresponding entry in column (2) thereof and employed in the employment in "Sales Promotion" included in Part-I of the Schedule to the Minimum Wages Act, 1948 (Central Act XI of 1948) which it is proposed to make in exercise of the powers conferred by sub-section(1) of section 3 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948), is hereby published for information of all the persons likely to be affected thereby as required under clause (b) of sub-section (1) of section 5 of the said Act.

2. Notice is hereby given that any objections or suggestions, in respect of the wages as proposed in the Schedule, which may be received within a period of two months from the date of publication of this notification in the Telangana Gazette, will be considered by the Government of Telangana.

3. Objections or suggestions should be addressed to the Principal Secretary to Government, Labour, Employment, Training and Factories Department, Government of Telangana through the Commissioner of Labour, Telangana, Hyderabad.

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SCHEDULE

NAME OF THE SCHEDULE EMPLOYMENT: SALES PROMOTION			
SL. No.	Name of the category	Basic wage proposed at 1169 points	Cost of Living Allowance to be paid per each point of increase (in Rs.)
(1)	(2)	(3)	(4)
I	HIGHLY SKILLED:		
1	Sales Executive/ Sales Manager / Sales Engineer / Sales Promoter / Sales promotion employees working in Pharmaceutical Industry	14234	12.17
II	SKILLED:		
2	Sales Supervisor / Sales promotion employees working in any Industry other than Pharmaceutical Industry	11478	9.81

COST OF LIVING ALLOWANCE

The minimum basic rates of wages fixed are linked to the Consumer Price Index Numbers for the Industrial workers at 1169 points (Base year 1982=100 series). The Commissioner of Labour shall notify the Cost of Living Allowance for every six months i.e., 1st April and 1st October of the calendar year. For this purpose, the average rise in the State Industrial Workers Consumer Price Index Numbers for half year ending December and June respectively shall be taken into account. The details of calculation of Cost of Living Allowance for any rise in cost of Price Index over and above 1169 points are specified at Col.No.4 against each category in the schedule.

NOTE:-

1. If any categories employed in this employment are left out they should not be paid less than the minimum rates of wages fixed in the category of the workers, doing the same and similar category of work in this employment.
2. Where piece rate workers are employed, the remuneration paid to each of them for a normal working day shall not be less than the minimum wage fixed for a general worker being similar work, calculated on the basis of 8 hours a day.
3. To arrive at a daily rate, the monthly rate shall be divided by 26, which includes the rest day wages.
4. Where the nature of work is the same, no discrimination on the payment of minimum rates of wages should be made in respect of male and female workers.
5. Where any category of employee is actually in receipt of higher rate of wages than those specified above shall continue to be paid such higher wages.
6. If any category of employees is paid other allowances (i.e., other than the notified basis wage) they shall continue to get the said allowance in addition to notified basic wage.

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7. The wages prescribed to the categories of Sales promotion persons in the scheduled employments already covered under the Schedule of Minimum Wages Act, 1948 and if the said wages are lesser than these wages, the wages prescribed in this scheduled employment are applicable to the said categories.
8. The above minimum wages is exclusive of any travelling allowance, accommodation allowance, clothing and other perks extended for them.

DR. RAJAT KUMAR,
PRINCIPAL SECRETARY TO GOVERNMENT